

BREAKOUT C: PARTNERING TO RECRUIT JOB READY EMPLOYEES

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Partnering with OFA Programs to Recruit Job-Ready Employees

March 23, 2017



ADMINISTRATION FOR
CHILDREN & FAMILIES
OFFICE OF FAMILY ASSISTANCE

OFA Background

OFA's two top priorities for 2016-2017 are to:

1. Increase family economic security and stability by supporting our state, territory, tribal, and community grantee partners to design and implement programs that focus simultaneously on parental employment and child and family well-being.
2. Promote collaboration among human services agencies, workforce agencies, and educational institutions to encourage service delivery that addresses outcomes for both parents and their children.

OFA's Main Programs are:

- Temporary Assistance for Needy Families (TANF)
- Tribal TANF
- Health Profession Opportunity Grants (HPOG) program
- Healthy Marriage and Responsible Fatherhood (HMRF)

The Temporary Assistance for Needy Families program

- \$16.5 billion block grant program
- Replaced Aid to Families with Dependent Children (AFDC) in 1996 as the federal cash assistance program, included new work requirements and time limits.
- TANF's block grant structure and four broad purposes have made TANF into a flexible funding stream that is used by states for a wide variety of activities.

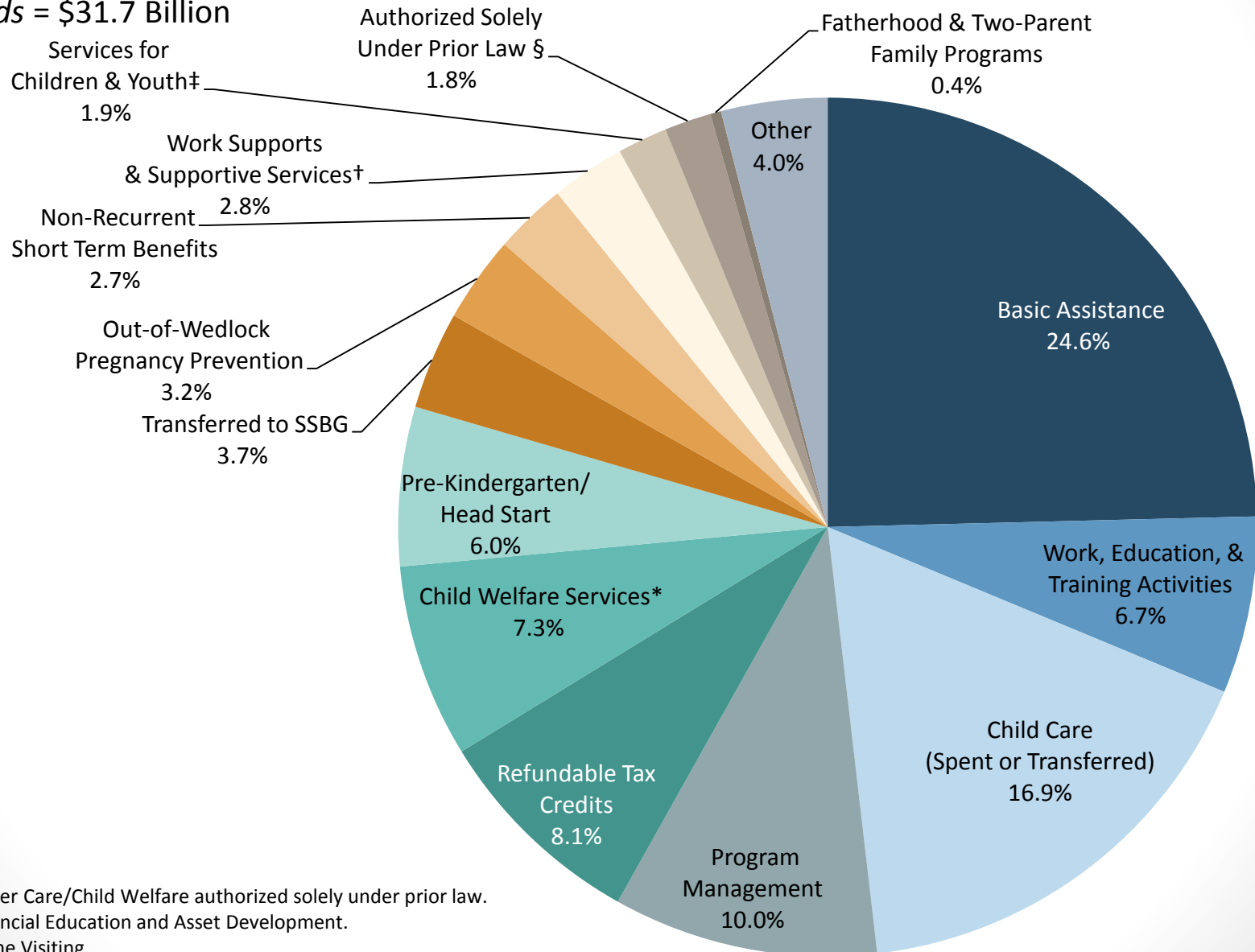
Purposes of TANF Program

1. Provide assistance to needy families so children may be cared for in their own homes or in the homes of relatives
2. End dependence of needy parents through job preparation, work, and marriage
3. Prevent and reduce out-of-wedlock pregnancies
4. Encourage the formation and maintenance of two-parent families

FY 2015

TANF and MOE Spending and Transfers by Activity, FY 2015: United States

Total Funds = \$31.7 Billion



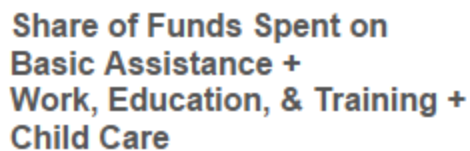
* Including Foster Care/Child Welfare authorized solely under prior law.

† Including Financial Education and Asset Development.

‡ Including Home Visiting.

§ Excluding Foster Care/Child Welfare authorized solely under prior law.

[Basic Assistance] + [Work, Education, & Training Activities] + [Child Care]

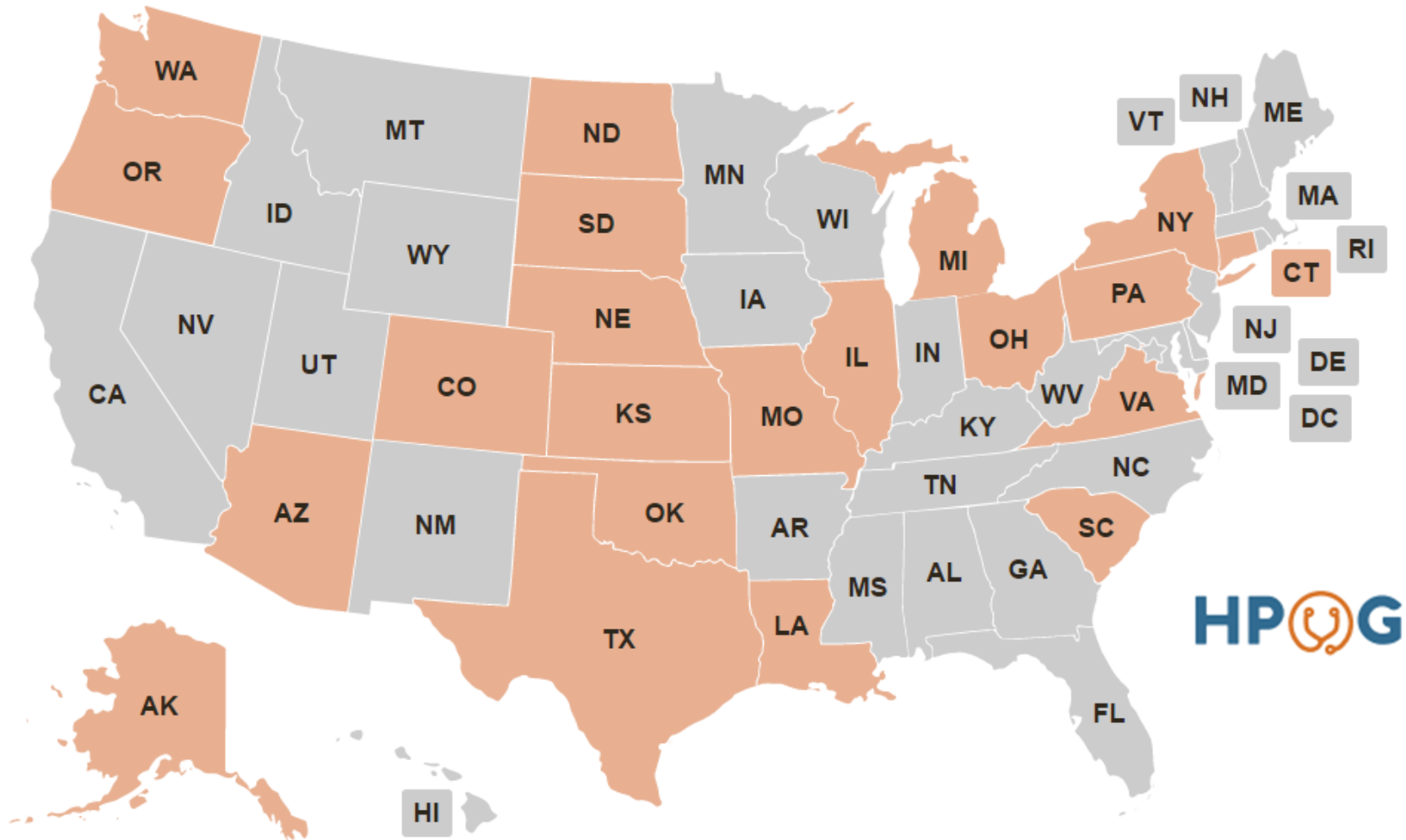


■ Greater than 75%

What is HPOG?

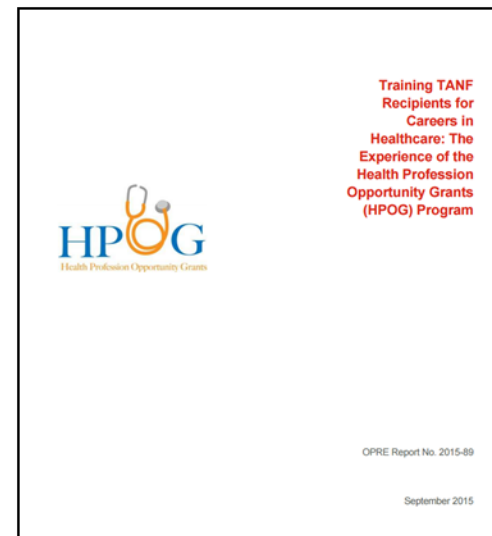
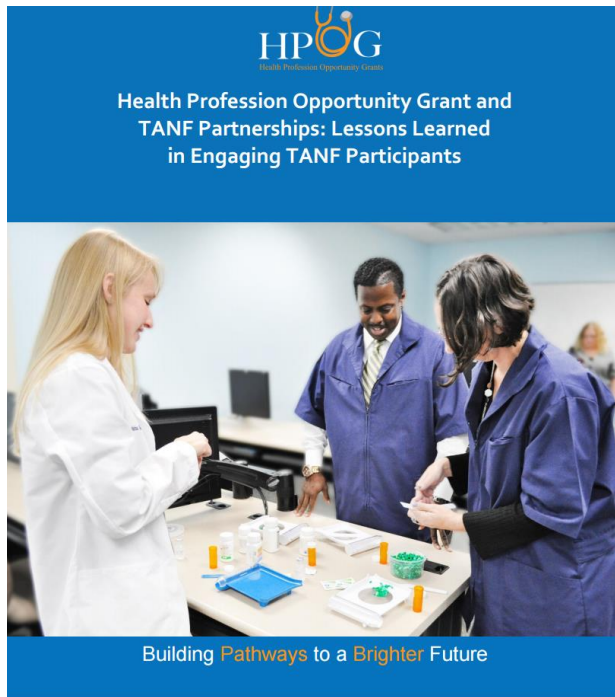
- The Health Profession Opportunity Grants (HPOG) program provides education and training to low-income individuals for healthcare occupations that pay well and are in high demand.
- HPOG participants are given the opportunity to obtain higher education, training, and support services needed to secure positions that have opportunity for advancement and sustainability.
- The most common training programs include those for:
 - nurse aides
 - home health aides
 - licensed and vocational nurses
 - registered nurses
 - medical assistants
 - pharmacy technicians
 - phlebotomists

HPOG Grantee Locations



HPOG currently funds 32 organizations in 21 states.

Resources for Partnering with TANF



https://www.acf.hhs.gov/sites/default/files/ofa/hpog_tanf_paper_final_508.pdf

https://www.acf.hhs.gov/sites/default/files/opre/tanf_recipients_in_the_hpog_program_final_91615_v3_508.pdf

Supporting Career Pathways for TANF Recipients

Temporary Assistance for Needy Families Information Memorandum

U.S. Department of Health and Human Services
Administration for Children and Families
Office of Family Assistance
Washington, DC 20201

No. TANF-ACF-IM-2016-05

Date: October 20, 2016

TO: State, Territory, and Tribal agencies administering the Temporary Assistance for Needy Families (TANF) Program

SUBJECT: Supporting Career Pathways for TANF Recipients

REFERENCES: Title IV-A of the Social Security Act; 45 CFR Parts 260-265; The Workforce Innovation and Opportunity Act of 2014 (Public Law 113-128)

PURPOSE: To encourage TANF agencies to provide career pathway opportunities for TANF recipients and other low-income individuals.

BACKGROUND:

The Administration for Children and Families (ACF) has a strong commitment to helping low-income youth and adults acquire marketable skills and industry-recognized credentials that can launch them on a long-term career trajectory. Career pathways do just that. A career pathway provides access to interconnected education programs and support services for students and workers to help them advance in their chosen career paths to jobs with family-sustaining wages. For TANF recipients, participating in a career pathway can help pave the way toward economic security even if the starting point is an entry-level job. In a [letter](#) dated April 28, 2016, the Department of Health and Human Services (HHS) was among 12 federal agencies that committed to creating career pathways opportunities through better alignment of education, training and employment, and human and social services among public agencies and with employers.

<http://www.acf.hhs.gov/ofa/resource/tanf-acf-im-2016-05>

Partnering with TANF: Promising Strategies

- **TANF Partnerships**

- Include partners early.
- Establish formal agreements.
- Define roles clearly.
- Align service approaches to streamline support for participants.
- Share success stories.

- **Engaging TANF Recipients**

- Create structured identification and referral processes.
- Understand barriers to success.
- Provide intensive case management supports.
- Address TANF work participation requirements.



- The Healthy Marriage and Responsible Fatherhood (HMRF) grant programs help foster economically secure households and communities for the well-being and long-term success of children and families.
- Currently, 91 organizations in 27 states and one territory receive grants under three funding streams to provide activities to promote:
 - healthy marriage and relationship education;
 - responsible fatherhood; and
 - reentry services.
- Programs are encouraged to provide comprehensive employment and economic mobility-focused services that lead to improved employability skills and stable employment.

Partnering to Recruit Job Ready Customers

U.S. Department of Labor, Employment and Training Administration,
Office of Workforce Investment

March 23, 2017



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Overview

- Who Are We?
- Why Was WIOA Established (background)?
- Where Are the American Job Center Partners?
- Who Are Our Customers?
- What Are Our Services?



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Workforce Innovation and Opportunity Act

WIOA was signed into law by President Obama on July 22, 2014. It was the first legislative reform of the public workforce system previously known as Workforce Investment Act (WIA) in more than 15 years because the needs of employers and job seekers changed.



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Workforce Innovation and Opportunity Act

U.S. Department of
Labor

Oversees the public workforce system

State Agency / State
Workforce Development
Board

Develops a strategic vision for the state,
provides Leadership to the states and
informs local strategies

Local Workforce
Development Boards

Provides strategic direction to their areas
and sets training priorities

Service Providers (may
include American Job Centers

Local Service providers including
community organizations and
American Job Centers (AJC)



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What is WIOA?

- WIOA provides for a workforce system that is universally accessible to all job seekers, customer-centered, and training that's job-driven.
- WIOA provides easily accessible and flexible work-based training options, yet non-credential attainment;
 - Transitional Jobs
 - Registered Apprenticeship (RA)
 - On-the-Job Training
 - Customized Training
 - Incumbent Worker Training
- The Workforce System delivers career and training services at the nation's nearly 2,500 American Job Centers



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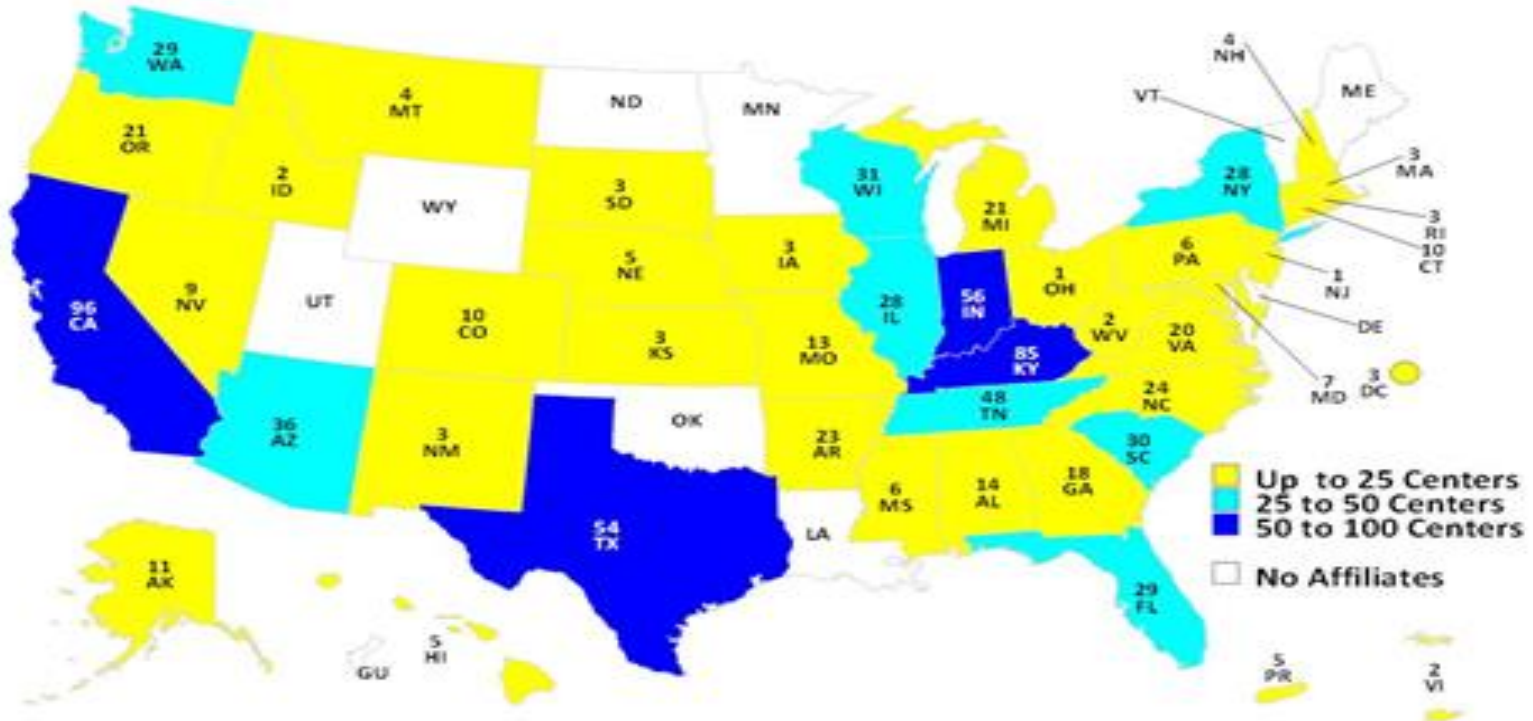
1,609 Comprehensive American Job Centers

(February 17, 2017)



Affiliate American Job Centers

805 Affiliate American Job Centers (February 17, 2017)



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WIOA Key Changes Regarding Serving Priority Populations –

Under WIA, when states and local areas determined that allocated funds were limited, priority was required to be given to:

- (1) Public assistance recipients and
- (2) Low-income individuals

Under WIOA, priority must be provided regardless of the level of funds.

*WIOA also expanded the priority to include individuals who are basic skills deficient.

Veterans and eligible spouses receive priority of service for all DOL-funded job training programs, including WIOA.

Who are WIOA Partners?

REQUIRED ONE-STOP PARTNERS

Section 121(b)(1)(B) and 20 CFR 678.400

Department of Labor	WIOA Title I Programs	Adult, Dislocated Workers, and Youth
		Job Corps
		YouthBuild
		National Farmworker Jobs Program (NFJP)
		Native American Programs
	Wagner-Peyser (Employment Services)	
	Senior Community Service Employment Program (SCSEP)	
	Trade Adjustment Assistance (TAA) Program	
	Unemployment Compensation (UC) Programs	
	Jobs for Veterans State Grants (JVSG) Programs	
Department of Education	Reentry Employment Opportunities (REO) programs authorized under sec. 212 of the Second Chance Act of 2007 (42 U.S.C. 17532) and WIOA sec. 169	
	Adult Education and Family Literacy Act program, authorized under WIOA title II	
	The State Vocational Rehabilitation Services program authorized under title I of the Rehabilitation Act of 1973 (29 U.S.C. 720 et seq.), as amended by WIOA title IV	
Department of Housing and Urban Development	Career and technical education programs at the postsecondary level, authorized under the Carl D. Perkins Career and Technical Education Act of 2006	
	Employment and training activities carried out by the HUD	
Department of Health and Human Services	Employment and training activities carried out under the Community Services Block Grant (CSBG) Programs	
	Temporary Assistance for Needy Families (TANF)	



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Adult Population

WIOA Title 1 Adult Job Seekers fall into two categories

Adult Seekers

- 18 Years and older
- Low-income
- Receiving public assistance
- Lack basic work skills

Dislocated Workers

- Workers who are now unemployed
- Lost a job through no fault of their own (mass layoffs)
- Eligible for unemployment or exhausted unemployment or not eligible for unemployment due to insufficient earnings.
- Unlikely able to return to their previous industry or occupation



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Services Provided at the AJC

Career Services may include comprehensive skill assessments, career planning, and development of an individual employment plan (IEP) that outlines the needs and goals of successful employment.



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Questions



Thank You,

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References and Resources

Contact your local Workforce Agency for more information, please call 1-877-US-2JOBS (TTY: 1-877-889-5627 or visit www.careeronestop.org

Registered Apprenticeship
<https://www.doleta.gov/OA/apprenticeship.cfm>

Other resources to support the adoption of the WIOA vision for One-Stop Centers found at Innovation and Opportunity Network (ION) webpage at [https:// ion.workforcegps.org/](https://ion.workforcegps.org/)

One-Stop Operations Guidance for the American Job Center Network
https://wdr.doleta.gov/directives/corr_doc.cfm?DOCN=8772

Guidance on Services provided through the Adult and Dislocated Worker Programs
https://wdr.doleta.gov/directives/corr_doc.cfm?docn=3851

The Workforce Innovation and Opportunity Act (WIOA) Youth Program in Depth:
<https://ion.workforcegps.org/sitecore/content/global/events/2017/03/15/09/59/WIOA-Wednesday-The-WIOA-Youth-Program-in-Depth-A-Walkthrough-of-the-Third-WIOA-Youth-Program>